

A photograph of a police car with red emergency lights on top. In the background, several police officers in uniform are standing on a street. The image has a blue tint.

Racial Bias Audit and Strategic Plan Update

Charleston Police Department
Citizen Police Advisory Committee
June 30, 2020

Background

CNA Racial Bias Audit

- Final report published on November 7, 2019
- Creation of two positions in CPD approved, posted in January 2020 and hired on April 6, 2020
 - Director of Research and Procedural Justice
Wendy Stiver
 - Compliance Manager Michael Gillooly

Wendy H. Stiver

Director of Research and Procedural Justice

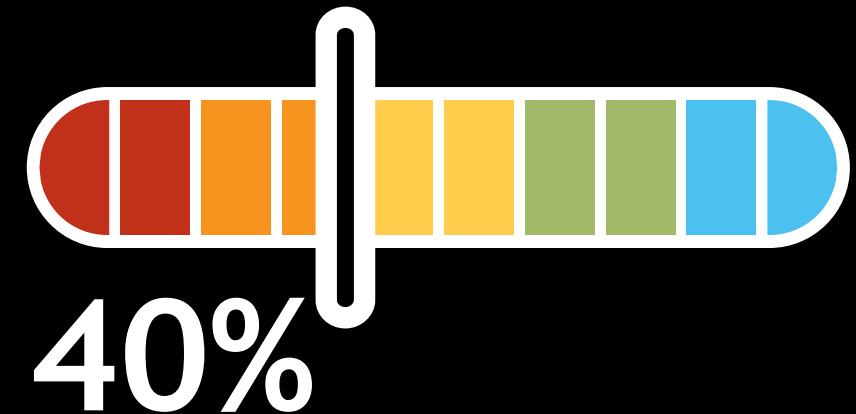
- 21 years with the Dayton Police Department, retired at the rank of Major
- Adjunct Instructor in the Applied Behavior Science Graduate program at Wright State University
 - Created and delivered seminars on race & policing
- Law Enforcement Advancing Data and Science (LEADS) Scholar at the National Institute of Justice, 2016-2019
- Practitioner in Residence at the National Institute of Justice 2018-2020
- Conducted research with epidemiologists on the intersection of infant mortality, exposure to police and social determinants of health
 - Response initiative in partnership with nurse home visiting program to connect at risk parents to prenatal health care and transform the role of police to support early childhood development

CNA Audit

- 48 recommendations subdivided into 72 tasks
 - 14 tasks - Traffic Stops and Field Contacts
 - 14 tasks - Use of Force
 - 11 tasks - Complaints
 - 15 tasks - Community Oriented Policing Practices
 - 18 tasks - Recruitment, Hiring, Promotions, Personnel

Overall Progress

Completed Tasks - 29



- 14 tasks - Increase Capacity for Analysis 19%
- 5 tasks - Increase Capacity for Community Engagement 7%
- 9 tasks - Impacted by Pandemic. 13%

Completed Tasks

48 recommendations subdivided into 72 tasks



Key Requirements for Analysis

Data infrastructure - storage and access

SOLUTION - Creation of a data lake, or centralized repository to store data.

Subject matter and analytical expertise

SOLUTION - Contract with independent researchers and research institutions

Appropriate metrics to connect outcomes to policies, training and efforts

SOLUTION - Improve or implement data collection tools to collect better data

Community Engagement Issues

- Policing recognized in last five years that social distance was a contributing factor to distrust between the police and the community.
- Community engagement methods tend to involve close personal contact, at meetings and events like Coffee with a Cop
- Community outreach teams have been creative in their efforts to overcome the temporary restrictions due to the Covid19 pandemic
- The expectation of a prolonged need to socially distance creates an opportunity for CPD to improve on digital community engagement and we are exploring tools used by companies to interact with and solicit feedback from the community and internally to inspire collaborative innovation

Pandemic Impact on Audit Progress

- The community has been refocused on a range of other needs and issues, while crime and calls for service declined slightly in Q2
- CPD worked on pandemic adjustments to staffing, training, PPE needs and meeting community needs related to the pandemic
- Meanwhile, the pandemic offered some opportunities to creatively meet the challenge of socially distanced community engagement
- Data collected in Q2 and beyond is atypical and the analysis of outcomes related to training or policies implemented in 2019 may not offer accurate conclusions
- We may not be able to observe the impact of audit related changes to training, policy or procedures until a year or more after the pandemic ends and activities return to pre-pandemic levels, if that even occurs at all

Five Year Strategic Plan



THE CHARLESTON POLICE DEPARTMENT **STRATEGIC LEADERSHIP PLAN** 2020-2025



Strategic Leadership Plan

- Created in partnership the College of Charleston
- Sets goals and objectives for each division of CPD, linked to related items in the CNA Racial Bias Audit and Illumination Project
- Emphasizes commitment to a just culture and continuous work towards improving the organization and the profession
- Creates a roadmap to success, with metrics for goals and objectives
- Completed in May 2020

Strategic Plan Implementation

- Focus group conversations with key unit supervisors to assess their understanding and commitment to the plan
- Short presentations on key objectives by Captains at Stat360 meeting
- Video created from presentations to promote the plan and demonstrate commitment internally
- Development of infographs to reinforce the plan objectives to be posted in CPD workspaces



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